UKaid Skills for Employment Programme (सीप)

अब देशमै छ रोजगारी Campaign Launch

Forging Collaborations Between Government, Employers & Industries to Enable Livelihood Opportunities for Migrant Returnees and Economically Disadvantaged Groups

July 30, 2020

Louis Berger

In Collaboration with

Clear Horizon FROST & SULLIVAN IIDS INSTITUTE FOR INTEGRATED DEVELOPMENT STUDIES IOM · OIM

GoN, DFID, Provincial Governments and UKaid सीप Relationship

Ushering in a new Paradigm for Market-Led Skilling and Employment/Self-Employment in Nepal

Analyzing Structural Changes in Industries
Demand-led Conversations; Understanding Growth Trajectories within Industries and Firms/Prospective Employers in Nepal

Emphasis on Employer-Led Skilling Models
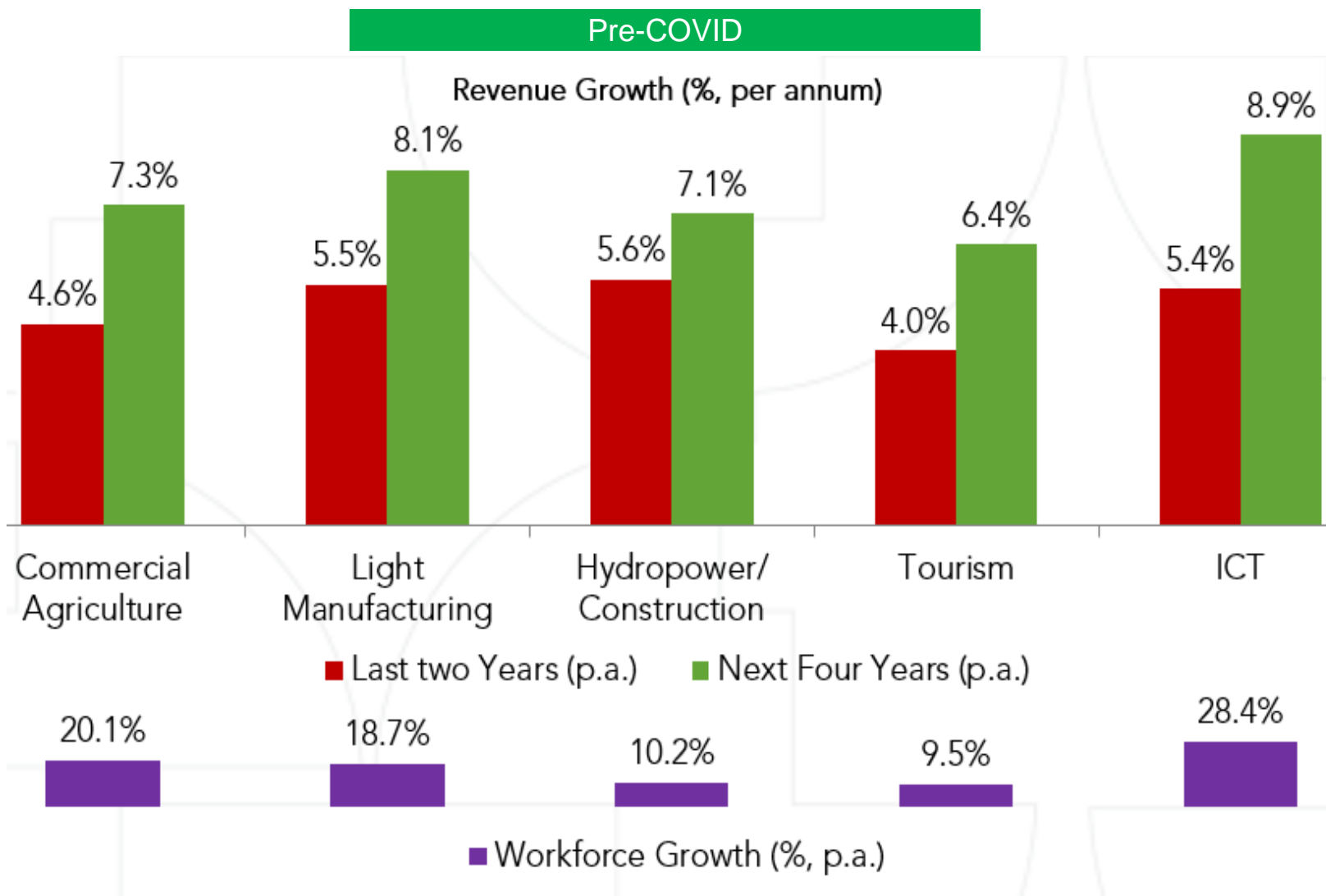Emerging Roles (not just Current Roles) Defined by Industries; Co-Investment Approach

Relentless Focus on Collaboration – The Only Way to Survive
- Whole Ecosystem Vested- Public Private Partnerships (Govt-Private-Coops-Donors)
- Integrated, Holistic Approach to Skilling and Placement with Enterprise Formation Support (including access to finance - skilling and entrepreneurship loans)
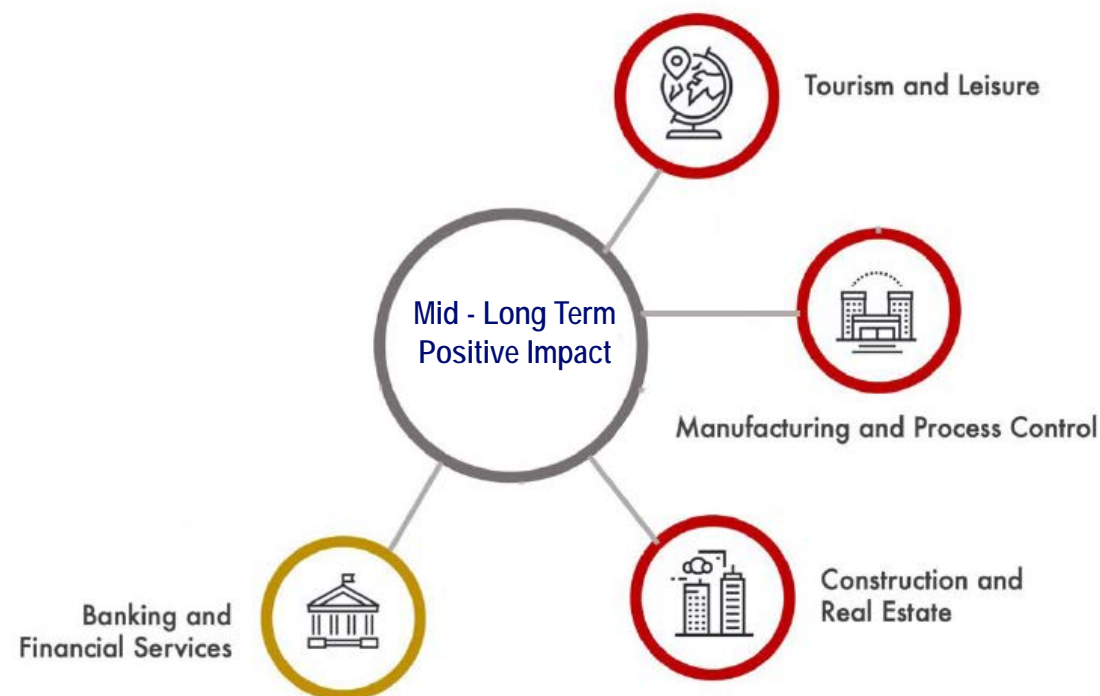- Addressing Market & Firm Constraints; Brokering Demand and Supply through Intelligent Apps

Dismantling Social Barriers, Stereotypes and Overcoming Geographic Inequity

Integrating Tech Solutions, Soft Skills, Mobilization and Retention Strategies

Pre-COVID

Going Forward- Short-Medium-Long-term

Revenue Growth (%, per annum)

	Commercial Agriculture	Light Manufacturing	Hydropower/ Construction	Tourism	ICT
Last two Years (p.a.)	4.6%	5.5%	5.6%	4.0%	5.4%
Next Four Years (p.a.)	7.3%	8.1%	7.1%	6.4%	8.9%

■ Last two Years (p.a.)　　■ Next Four Years (p.a.)

Workforce Growth	20.1%	18.7%	10.2%	9.5%	28.4%

■ Workforce Growth (%, p.a.)

Mid - Long Term Positive Impact

Tourism and Leisure

Manufacturing and Process Control

Construction and Real Estate

Banking and Financial Services

Sector-wise In-Demand Job Occupations for Next 5 Years

COMMERCIAL AGRICULTURE
Salary Range: 15,000 – 40,000

Job Potential: >200,000*

Job Roles: Poultry, livestock & aquaculture experts, agri-entrepreneurs

TOURISM
Salary Range: 20,000 – 50,000

Job Potential: >140,000*

Job Roles: Housekeeping, chefs, hospitality, middle managers, GMs

LIGHT MANUFACTURING
Salary Range: 15,000 – 50,000

Job Potential: >300,000*

Job Roles: Spinning operators, dye house operators, carpet weavers, Dhaka weavers

CONSTRUCTION
Salary Range: 20,000 – 150,000

Job Potential: >140,000*

Job Roles: Heavy equipment operators & mechanics, foremen, masons

INFORMATION & COMMUNICATION TECHNOLOGY
Salary Range: 20,000 & above

Job Potential: >50,000*

Job Roles: Fibre technicians, AI Engineers, Cloud Computing Specialists; E-Commerce support

*Including Opportunities Created by Departing Foreign Workers

सीप's Private Sector Partner

MAW BUILDING TRUST THROUGH SERVICE SINCE 1964 **JCB**

Model: Co-investment & technical assistance to expand and establish world-class training capability for heavy equipment operators & mechanics

Local Training Firm **BHAKTAPUR**

Local Training Firm **NEPALGUNJ**

Local Training Firm **JANAKPUR**

Local Training Firm **OTHER PROVINCES**

Local Training Firm **OTHER PROVINCES**

Industry aligned curriculum; upskill trainers; JCB certification; financial support for trainees; on the job training, followed by jobs.

Mobilize trainees & sponsor cost for apprenticeship training of new * recruits/trainees

Increased access to quality training, certification & employment

yet to materialize

Partners:
- Morang Auto Works
- JCB
- FCAN

Job Roles for Training:
- Heavy Equipment Operators & Mechanics
- Electrician
- Plumbing
- Carpenter
- Welder
- AC Mechanic
- Lift Mechanic

Locations with MAW/JCB Skilling Academies
Janakpur (P2), Bhaktapur (P3), Nepalgunj (P5)
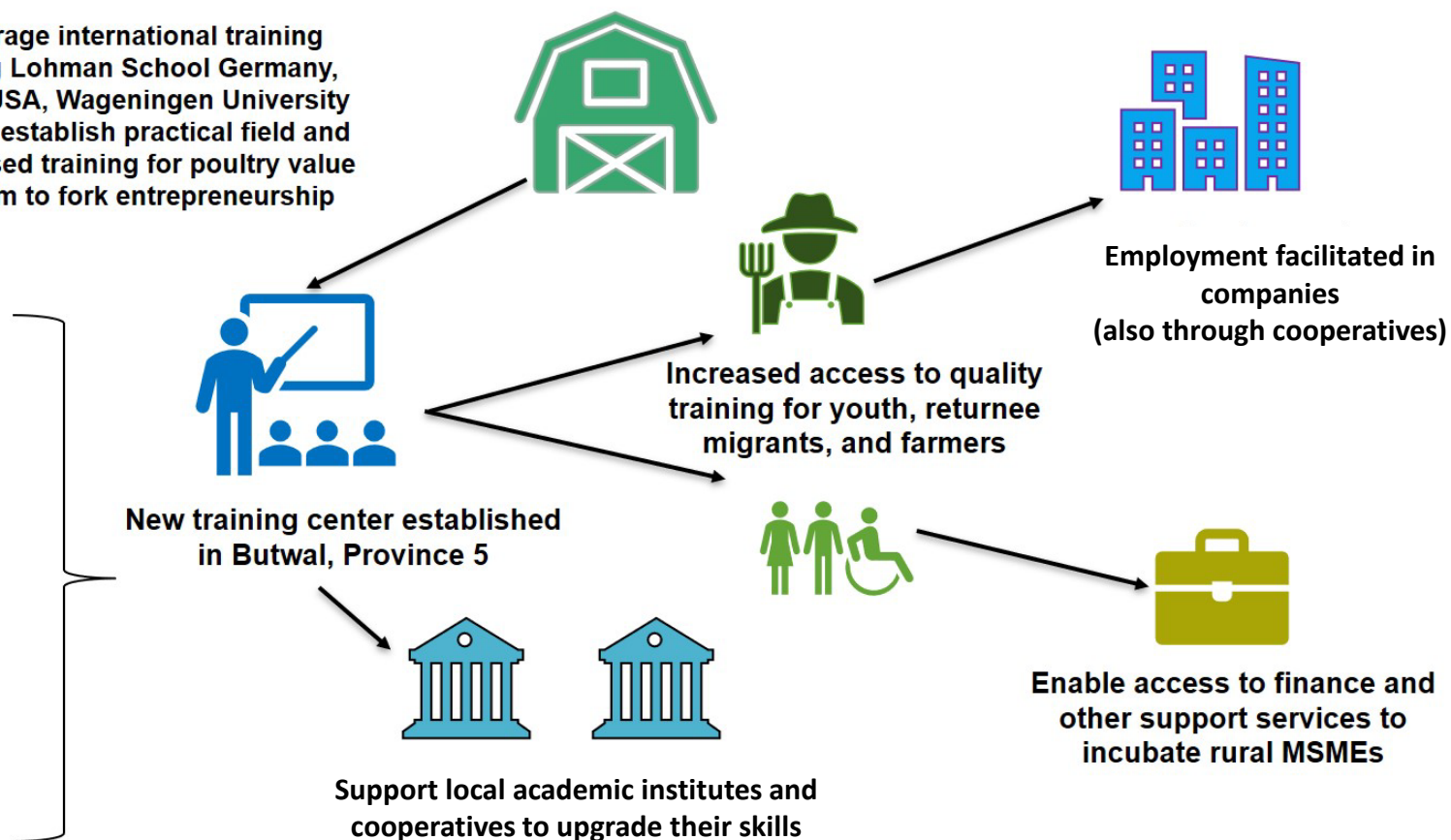
Job Potential in this Sub-Sector
- 1 -2 years: 5,000 with this partnership
- Scale-up potential with others– Over 50,000
- High potential to hire returnee migrants
- High potential to replace Indian workers
- MSME formation- mechanical works

सीप's Agri Business Partner in Nepal

Model: Leverage international training capability (e.g Lohman School Germany, Cobb School USA, Wageningen University Netherland) to establish practical field and class-room based training for poultry value chain and farm to fork entrepreneurship

Mobilize trainees & sponsor cost for apprenticeship training of new recruits/trainees*

New training center established in Butwal, Province 5

Support local academic institutes and cooperatives to upgrade their skills

Increased access to quality training for youth, returnee migrants, and farmers

Employment facilitated in companies (also through cooperatives)

Enable access to finance and other support services to incubate rural MSMEs

*yet to materialize

Illustrative Partners:
- Shreenagar Agro Farm Pvt :Ltd
- Sana Kisan Bikash Bank
- Cooperatives (e.g. Mahila Samudayik)
- Lohmann, Cobb, Aquavet
- International dairy partners

Job Roles for Training:
- Poultry, Livestock, and Aquaculture Experts
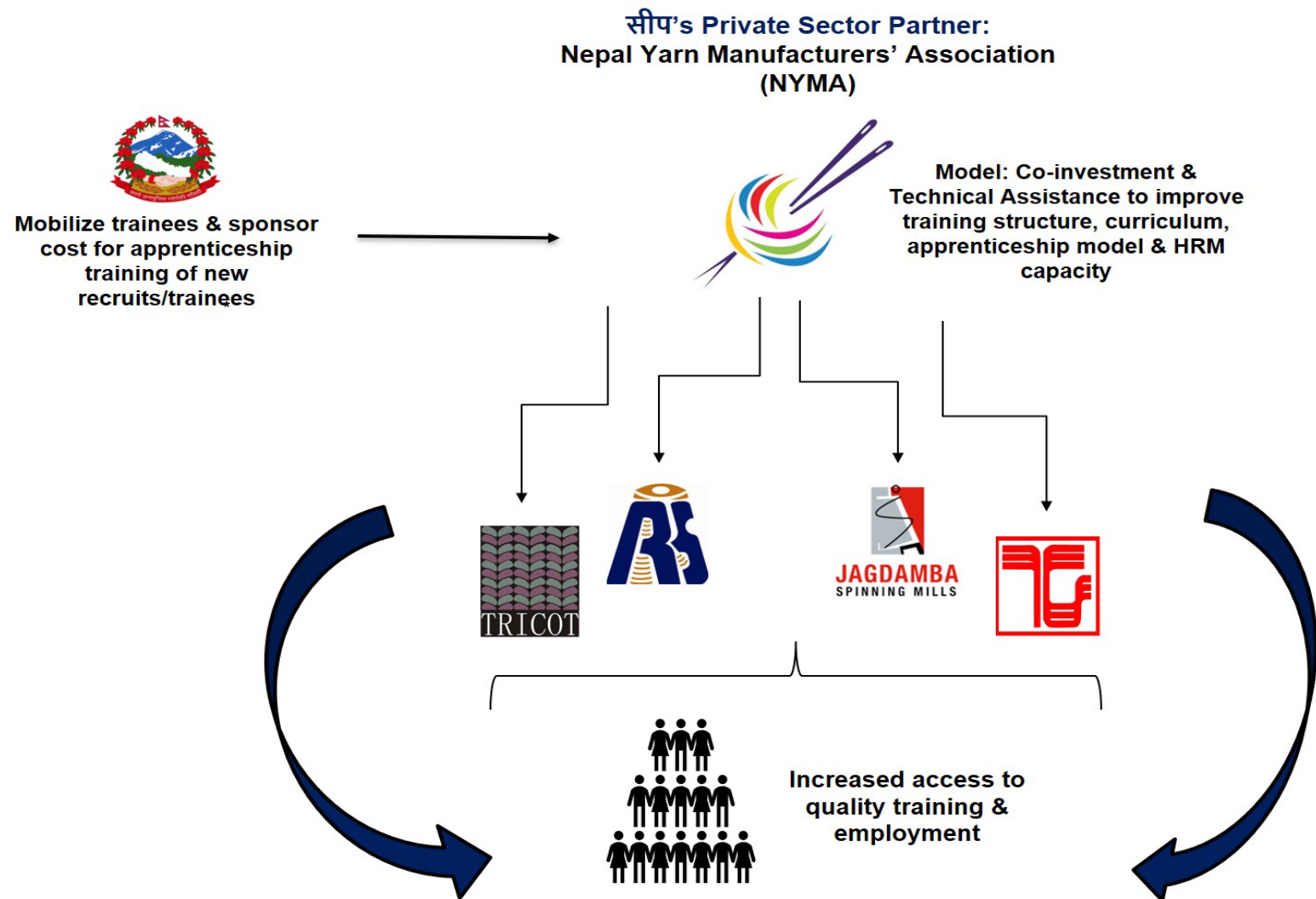- Feed Mill Operators
- Agri-entrepreneurs

Location
Butwal (P5)

Job Potential:
- 1 year - 3 years: 5,000 with this partnership
- Scale-up Potential with Others – Over 100,000
- High potential to hire/engage returnee workers (self-employment)
- High MSME formation potential; contract farming opportunities

सीप's Private Sector Partner:
Nepal Yarn Manufacturers' Association (NYMA)

Mobilize trainees & sponsor cost for apprenticeship training of new recruits/trainees

Model: Co-investment & Technical Assistance to improve training structure, curriculum, apprenticeship model & HRM capacity

Increased access to quality training & employment

Partner:
Nepal Yarn Manufacturer's Association (Jagdamba, Triveni, Reliance and Tricot)

Job Roles for Training:
- Mills material handler, Spinning Operator, Dye house operator, Shift supervisor, Packing and dispatch operator, Hazardous chemical handler, Twisting unit operator, Quality control Supervisor, Computer knitting operator, Linking/Stitching operator, Hand Hemming and Inspector

Locations
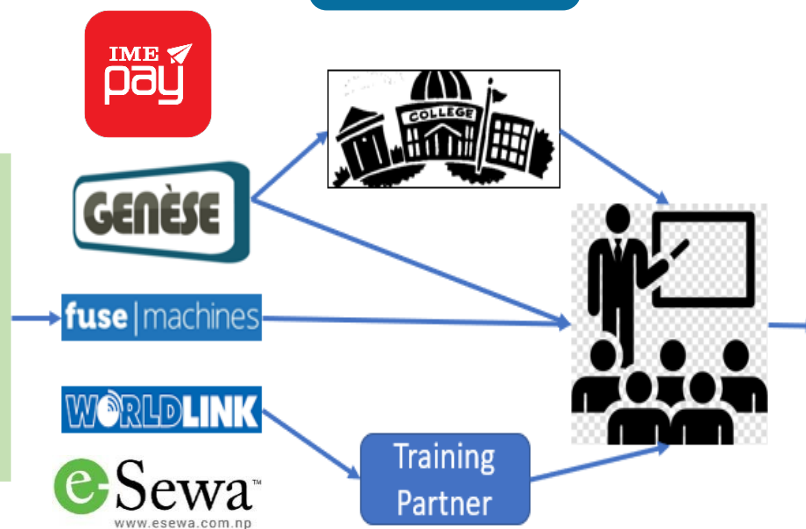Sunsari (P1), Bara (P2) & Rupandehi (P5)

Job Potential:
- 1-2 years: 15,000 with this partnership
- Scale-up Potential for Yarn-Garment VC- Over 100,000
- High potential to hire returnee migrants
- High potential to replace Indian workers (current workforce: 40% Indian workers)
- Backward integration with MSMEs

*yet to materialize

Onboarding

Training

Employment

Mobilize trainees through MoUs with Colleges/Universities, Onboarding Partners, Targeted Outreach Campaigns, ESCs
Training disciplines and numbers dictated by the industry's current and future requirements

- Guaranteed placement within Genese/Fusemachines/WorldLink
- Placement in other ICT firms in Nepal (MoUs in place beforehand)
- Infotech Services & Rojgari (Placement Firms) support guaranteed jobs for trainees
- Pathways also for entrepreneurs and freelancers

Training Partner

- Training curriculums adapted and developed with support from international/national experts using regional/international learnings and best practices
- Trainings delivered by partners directly/training partners/ ToTs of college/university professors or via setting up of dedicated skilling academies
- Soft skills trainings (CV preparation, interview techniques, etc.) to complement technical trainings

Partners:
- Genese Solution, Fusemachines, WorldLink
- Colleges and Universities; MFS Operators
- Training Provider, Placement Firms (Rojgari)
- Amazon, Microsoft, Google
- Regional/International ISPs/Skilling Academies (Telkom Akses, VNPT)

Job Roles for Training:
- Application Developer, Cloud Support Associate, Cloud Support Engineer, Cybersecurity Specialist, Data Integration Specialist, Data Scientist, DevOps Engineer, Machine Learning Scientist, Software Development Engineer, Solution Architect, Web Development Engineer
- Machine Learning, Deep Learning, Computer Vision, Natural Language Processing Experts
- Fibre Technician, NOC Professional, Computer Hardware and Networking Professional
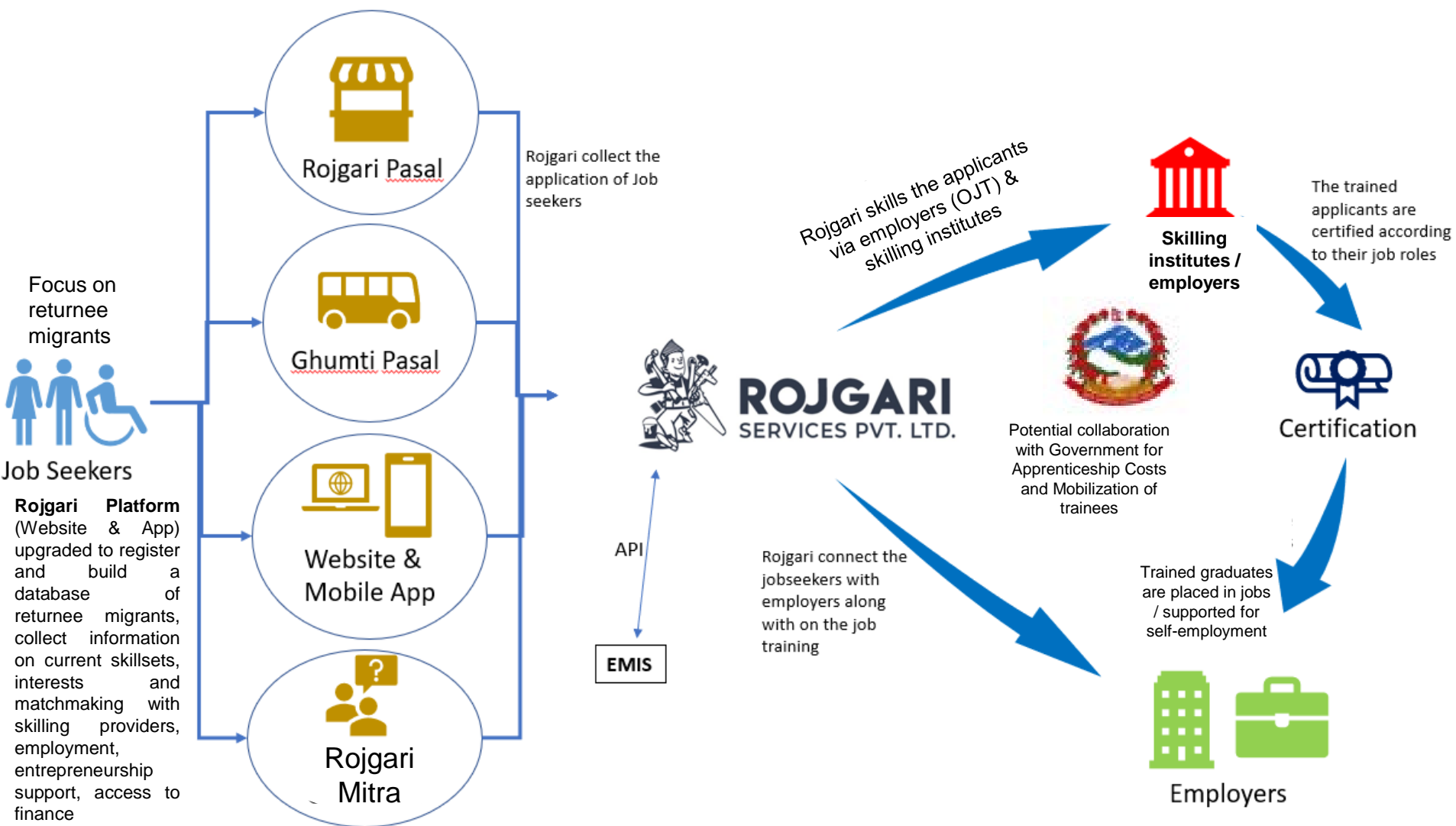
Location
Province 2, Province 3, Province 4, Province 5

Job Potential:
- 1 - 3 years: 18,000 with these partners
- Scale Up Potential with larger partners– Over 50,000
- High potential to hire returnee migrants

Rojgari Pasal

Ghumti Pasal

Website & Mobile App

Rojgari Mitra

Focus on returnee migrants

Job Seekers

Rojgari Platform (Website & App) upgraded to register and build a database of returnee migrants, collect information on current skillsets, interests and matchmaking with skilling providers, employment, entrepreneurship support, access to finance

Rojgari collect the application of Job seekers

API

EMIS

ROJGARI SERVICES PVT. LTD.

Rojgari skills the applicants via employers (OJT) & skilling institutes

Rojgari connect the jobseekers with employers along with on the job training

Skilling institutes / employers

Potential collaboration with Government for Apprenticeship Costs and Mobilization of trainees

The trained applicants are certified according to their job roles

Certification

Trained graduates are placed in jobs / supported for self-employment

Employers

Illustrative Partners:
- Rojgari Services Pvt. Ltd.
- Training Institutes
- Employers
- Government Employment Service Center (ESCs)
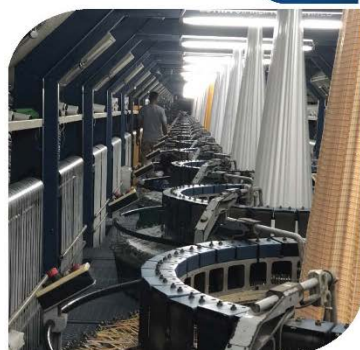- Municipalities

Job Roles for Training:
- Drivers
- Cooks, Waiters
- Receptionists
- Accountants
- Construction Equipment
- Electricians, Plumbers
- Sales and Marketing Staff

Locations
Birgunj (P2), Janakpur (P2), Nepalgunj (P5) and other districts of Province 2 and Province 5

Onboarding Potential:
- 1-3 years: 100,000 and above
- Scale up Potential – Over 100,000
- High potential to hire returnee migrants with skills acquired abroad/RPL

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